

Person Specification

Area	Job Requirement	Essential	Preferred	* How assessed
Qualifications, knowledge and experience	Honours degree.	✓		A
	Qualification as a teacher.	✓		A
	Evidence of good or outstanding classroom practice.	✓		A & I
	A significant track record in implementing strategies and interventions to raise achievement and standards, narrowing gaps and improving outcomes.	✓		A & I
	Evidence of competence in ICT skills and the ability to interpret data.	✓		A, I & T
	Experience of quality assurance, school improvement planning, and a thorough understanding of change leadership and effective implementation.	✓		A & I
	A clear personal interest in their own CPD, discerning consumer of education research, and experience of delivering CPD, coaching and mentoring colleagues with demonstrable impact.	✓		A & I
Competencies	Deciding and Initiating Action Makes prompt, clear decisions which may involve tough choices or considered risks; takes responsibility for actions, projects and people; uses initiative, acts with confidence and works under own direction; initiates and generates activity.	✓		A & I
	Working with People Demonstrates an interest in and understanding of others; adapts to the team and builds team spirit; recognises and rewards the contribution of others; listens, consults others and communicates proactively; supports and cares for others; develops and openly communicates self-insight.	✓		I
	Persuading and Influencing Makes a strong positive personal impression on others; gains clear agreement and commitment from	✓		I & T

	others by persuading, convincing and negotiating; promotes ideas on behalf of self or others and ensures others are acknowledged for their ideas and contributions; manages and diffuses conflict effectively.			
	Adapting and Responding to Change Adapts well to changing circumstances; accepts new ideas and change initiatives; adapts interpersonal style to suite different people or situations; shows respect and sensitivity towards others; values difference; deals with ambiguity, making positive use of the opportunities it presents.	J		I
	Coping with Pressures and Setbacks Works productively in a pressurised environment; keeps emotions under control during difficult situations; balances the demands of a work life and a personal life; maintains a positive outlook at work; handles feedback well and learns from it; is mindful of the levels of resilience within the teams they lead and manage and works to enhance those levels of resilience.	J		I
Child Protection	A commitment to safeguarding and promoting the welfare of young people.	J		I
	Enhanced DBS disclosure (<i>to be completed by preferred candidate following interview</i>).	J		
	Willingness to undertake safeguarding training when required.	J		I

* A = by application, R = by references, I = assessed by Interview, T = task